



**NIFA Veterinary Medicine  
Loan Repayment Program (VMLRP)**

National Institute of Food and Agriculture  
US Department of Agriculture  
OMB Information Collection  
Approval No.: 0524-0046  
Expiration Date: 8/31/2013

## Veterinarian Shortage Situation Nomination Form

To be completed by the chief State or Insular Area Animal Health Official or his/her designee

### Veterinary Medicine Loan Repayment Program (VMLRP)

**Nomination of Veterinarian Shortage Situations for the Veterinary Medicine Loan Repayment Program (VMLRP) Authorized Under the National Veterinary Medical Service Act (NVMSA)**

**Note: Please submit one separate nomination form for each position. See solicitation for number of nominations permitted for your state or insular area.**

**Veterinary Shortage ID Code: FD113**

#### Location of Veterinary Shortage Area for this Nomination

Note: If this nomination is for a public practice position, please provide the location of the home office or the center of service area.

Location of Veterinary Shortage: Madison (Madison), NE  
(e.g., County, State/Insular Area)

Center of Service Area or  
Location of Position: Des Moines District Office  
Federal Building  
210 Walnut Street  
Des Moines, IA 50309  
(e.g., Address or Cross Street, Town/City, and Zip Code)

#### Type of Veterinary Practice Area/Discipline/Specialty

- ☐ Type I Shortage: Private Practice  
Food Animal Medicine (at least 80 percent time)  
Please select **one or more** specialties requested for this position:

- ☐ Beef Cattle  
☐ Dairy Cattle  
☐ Swine  
☐ Poultry  
☐ Small Ruminant  
☐ Other \_\_\_\_\_

- ☐ Type II Shortage: Private Practice – Rural Area  
Food Animal Medicine (at least 30 percent time)  
Please select **one or more** specialties requested for this position:

- ☐ Beef Cattle  
☐ Dairy Cattle  
☐ Swine  
☐ Poultry  
☐ Small Ruminant  
☐ Other : \_\_\_\_\_

- ☒ Type III Shortage: Public Practice (at least 49 percent time\*)  
Employer: USDA Food Safety & Inspection Service Position Title: VMO  
(Public Health Veterinarian)

Please select **one or more** specialty/disciplinary areas.

- ☒ Food Safety  
☒ Public Health  
☐ Epidemiology  
☐ Other: \_\_\_\_\_

Please describe the objectives of a veterinarian meeting this shortage situation as well as being located in the community, area, state/insular area, or position requested above (limit your response to 200 words or less).

The Food Safety and Inspection Service (FSIS) is the public health agency in the U.S. Department of Agriculture responsible for ensuring that the nation's commercial supply of meat, poultry, and egg products is safe, wholesome, and correctly labeled and packaged. This position has been particularly hard to fill and retain due to the remoteness of the position, the geographic dispersion of work, and the entry salary (GS-11) that offers no further promotion potential. These conditions adversely impact retention and the corresponding higher than normal turnover rate further impedes work-life balance and flexibilities of remaining employees which can lead to burn out and additional turnover. In addition, this shortage location is fully reflective of the demographic data as outlined in the workforce analysis data report prepared by the Talent Management Advisory Council (TMAC).

Please describe the activities of a veterinarian meeting this shortage situation and being located in the community, area, state/insular area, or position requested above (limit your response to 200 words or less).

Planning, organizing, coordinating and adapting the full range of meat and poultry inspection operations in slaughter and/or processing establishments; Ensuring establishments meet requirements of the Pathogen Reduction and Hazard Analysis and Critical Control Point (HACCP) regulations; Overseeing other consumer protection, non-food safety concerns such as proper labeling and packaging; Serving as team leader who works with and supervises other public health professionals to ensure establishments under our jurisdiction comply with sanitation standards and properly implement systems that control hazards from entering the food supply; Enforcing Federal meat and poultry inspection procedures prior to slaughter and throughout the entire establishment, including humane handling, ante-mortem inspection, post-mortem inspection, processing operations, veterinary dispositions, and transportation and distribution of meat, poultry, and egg products to markets and retail stores.

Please describe any past efforts to recruit and retain a veterinarian in the shortage situation identified above (limit your response to 100 words or less).

**Through an aggressive recruitment and outreach strategy, FSIS has made available the following recruitment incentives: 25% Base-Pay Recruitment Incentive for 4 years; Creditable Service for Annual Leave Accrual; Direct Hire Authority; Referral Bonus Award; Schedule A Authority to Hire VMO's on Intermittent Schedules; \$20,000 Student Loan Repayment; Travel and Transportation to First Post of Duty; Higher than minimum starting pay under the pay for performance public health human Resources System (PHHRS); and Relationship with Colleges of Veterinary Medicine and Memorandum of Understanding (MOUs) with Minority Service Institutions and Affinity Groups**

Please describe the risk of this veterinarian position not being secured or retained. Include the risk(s) to the production of a safe and wholesome food supply and to animal, human, and environmental health not only in the community but in the region, state/insular area, nation, and/or international community (limit your response to 250 words or less).

**Ensuring the safety, security and defense of the nation's food supply is one of the most important responsibilities within the Federal Government. Without the veterinarians employed by FSIS, we would be unable to safeguard public health throughout the nation and beyond. Most FSIS veterinarians work in meat and poultry establishments that are under Federal inspection. A shortage or absence of FSIS veterinarians impedes the ability to ensure the establishments are complying with the regulatory mandates and enforce federal meat and poultry inspection procedures.**

**The PHV position, primarily at establishments that slaughter meat and poultry, is one of the hardest to fill and retain for a variety of reasons, including:**

1. Difficult working environment – The conditions on the kill floor are unpleasant and the work is arduous. The physical requirements are stringent given the repetitive motions and heavy lifting that is often required.
2. Greater demands on employees – Increasing scientific demands are placed on the workforce at an increasingly rapid pace. The FSIS food safety mission continues to grow in importance.
3. Unique skills in short supply – Veterinarians, critical to the defense against the possibility of a global pandemic are in great demand and have many occupational choices from which to choose.
4. Disparity of salaries – Veterinarians in the private sector who work in private practice or animal clinics can demand greater salaries than those who work in the Federal government.
5. Demographics – Over half of the workforce in mission-critical occupations will be eligible to retire within the next five years.

Please indicate whether you consider this situation/position a candidate for a “service in emergency” agreement (limit your response to 100 words or less). Please see solicitations for additional information regarding the obligation of participants who enter into the “Service in Emergency” agreement.

**Per website instructions: “NIFA is not requesting information in support of this type of agreements at this time”.**

Authorized State or Insular Area Animal Health Official or designee:

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Title: Supervisory Management Analyst

Organization: USDA, APHIS, VS

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Public reporting for OMB control number 0524-0046 is estimated to average two hours, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. An agency may not conduct or sponsor, and a person is not required to respond to, a collection of information, unless it displays a current valid OMB control number. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden to NIFA, OEP, 800 9<sup>th</sup> St. SW, Washington, DC 20024, Attention Policy Section. Do not return the completed form to this address.

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